DOCUMENT RESUME

ED 473 638 CE 084 412

AUTHOR Rothwell, William J.

TITLE The Workplace Learner: How to Align Training Initiatives with Individual Learning Competencies.

ISBN ISBN-0-8144-0674-2
PUB DATE 2002-00-00
NOTE 358p.
AVAILABLE FROM American Management Association, 1601 Broadway New York, NY 10019 ($59.95). Tel: 800-714-6395; Fax: 518-891-2372; E-mail: pubs_cust_serv@amanet.org; Web site: http://www.amacombooks.org/ books/index.htm.
PUB TYPE Books (010) -- Guides - Non-Classroom (055) -- Tests/Questionnaires (160)
EDRS PRICE Document Not Available From EDRS.
DESCRIPTORS Adjustment (to Environment); Adult Learning; Cognitive Processes; Cognitive Style; Competence; Definitions; Economic Change; Education Work Relationship; Educational Attitudes; Educational Needs; Educational Research; Educational Trends; Employment Patterns; Employment Qualifications; Futures (of Society); Guidelines; Independent Study; Interviews; Job Performance; *Labor Force Development; Learning Motivation; *Learning Processes; Learning Theories; Literature Reviews; Models; Needs Assessment; Organizational Change; *Organizational Climate; Organizational Development; Postsecondary Education; Productivity; Questionnaires; Scientific Research; Self Evaluation (Individuals); Skill Development; Trainers; *Training; *Training Methods; Training Objectives; Trend Analysis; Work Environment
IDENTIFIERS *Learning Organizations; *Work Based Learning

ABSTRACT

This book explains how work organizations can create a workplace climate that encourages real-time, on-the-job learning and development of competent workplace learners, who are wiling and able to seize the initiative for identifying their own learning experiences and evaluating the results. The following are among the topics discussed: (1) the need to focus on more than training; (2) trends affecting organizations, training, and learning; (3) learning processes and theories; (4) the process of workplace learning; (5) workplace learners' roles, competencies, and outputs; (6) the workplace learning process (WLP) model and its implications for the roles and competencies of WLP practitioners and for learning experiences; (7) the organization's role in workplace learning; (8) assessing the organizational climate and culture for workplace learning; (9) building an organizational climate that encourages workplace learning; and (10) transforming training departments into learning departments. (Sixty-three exhibits and 231 endnotes are included. The following items are appended: a summary of the research study on workplace learners' competencies and the workplace learning climate; a behavioral event interview guide to assess workplace learning competence; learners' perceptions of workplace learning; a behavioral event interview guide to assess workplace learning climate; and instruments for learners to self-assess their individual workplace learning competencies and for others to assess them.) (MN)

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